CROWN ZELLERBACH CORPORATION
CAMAS, WASHINGTON

Management REPORT

November 10, 1955 No. 147

JAMES E. MC COURT, chemical engineer in the technical department, has been promoted to the position of assistant technical supervisor, effective November 15. He will be chiefly responsible for the supervision of chemists and chemical engineers engaged in development work and special services. Jim graduated from the University of Wisconsin with a B. S. in chemical engineering, and has been employed in our technical department since 1950.

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AS COMMUNITY CHEST EFFORTS draw to a close, chairman Bill Sampson reports that CZ employees have contributed $3812.90. (He hopes somebody will give him a dime to make it even money.) Bill emphasizes that all contacts are to be concluded by tomorrow (Friday). Next week's Management Report will carry a picture of the final standings.

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A FINAL REPORT on production for October reveals that the paper machines turned out an all-time high of 22,751 tons during the 31-day period. Mr. Gallaway has sent his congratulations for this outstanding record to paper machine crews by memo to F. O. Boylon, C. P. Brown, and Gus Lorenz. The former high of 22,490 tons was reached in March 1954.

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THIS IS A SPECIAL REQUEST from Frank Humm and Frank DeTemple, vice president of Local 100 and Local 130 respectively. "Will you please" say the two Franks to all Pulp and Sulphite and Papermaker members, "elect your shop stewards for next year as soon as possible. Present shop stewards can get their groups together and take care of this matter in a few minutes. Which departments will be first to report election results?"

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LAST WEEK'S NOTES from Headquarters report this editorial which appeared on the front page of the St. Helens Sentinel-Mist after the CZ open house in September.

Congratulations To Our Good Neighbor

It was over two years ago that St. Helens and this part of Columbia county received the news of the purchase of the St. Helens Pulp & Paper company by the Crown-Zellerbach Corporation with misgivings.

We liked the St. Helens Pulp & Paper company as it was. We very much liked Max Oberdorfer, who had founded the mill and been the guiding light for all the years before his death. We liked the other officials and heads of the various departments and we didn't like the threat of change. We were frankly dubious of a big corporation.

Department heads and supervisors were uneasy because they didn't know if Crown-Zellerbach would want to bring in all its own top men, or if the men who had grown up in the mill and worked there for years would be "good enough" for Crown-Zellerbach.

The intervening two years have made a big difference. Crown Zellerbach did, of course, bring in some of its own top men. But most department heads and supervisors have stayed on and are now happier than ever in their jobs. Labor relations have been excellent. Public relations have been excellent.

We have found that Crown-Zellerbach Corporation is a good employer.

We have found that Crown-Zellerbach Corporation is a good neighbor.

So St. Helens will be glad to attend the company's open house today and is happy to congratulate it on the fifteen million dollar expansion just completed. It is a step forward for both Crown-Zellerbach Corporation and the city of St. Helens.

THE MAILING LIST for our people in military service reveals that there are now 111 men and one woman with military leaves from the mill. A year ago we had 208 on the list. The highest number in recent years was 337 on December 5, 1952. The one girl is Juana Lee Pridemore, converting, who joined the WAFs in April 1953 and is now stationed in Denver. Management Report is mailed regularly to these people in the armed services.

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A HEARING TEST by use of an audiometer has been added to our pre-employment procedures. It is given in the testing department along with the eye test. The hearing test, requiring about 10 minutes, is given to applicants who have satisfactorily completed earlier tests and interviews.

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THE FORMER CENTRAL RESEARCH LAB near the bag factory has now been officially transferred to the Camas mill. Vacant since the new lab was completed, the low brick building will be renovated and remodelled for use by the Camas lab. R.G.Mispley, supervisor of product quality and development, states that the sample department and the pulping lab will remain in their present quarters, but he hopes the new location will be ready to house the regular lab services by May 1954.

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THE SAFETY SLOGAN posted for November was submitted by Don Couture, sheet metal shop - "Regardless of cost - or how new; The best safety device is YOU."

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FLASH: Tuesday's paper production reached an all-time high of 861.4 tons. Previous high, 850.5 tons, June 8, 1955.

WE APOLOGIZE for a typographical omission in last week's Management Report which obscured the meaning of the item concerning the medical agreement. The quotation from the contract is repeated below with the missing phrase underlined.

"Every employee who has been covered continuously for 24 months may apply for a review of any pre-existing conditions pertaining to his coverage. If there has been no treatment for such listed pre-existing condition during the 24 month period immediately prior to such application, the Physicians Service will review said pre-existing condition and decide whether or not said pre-existing condition should be removed or continued as an exception to coverage under this contract."

If there is any question about this new provision or any other feature of the medical service, please check with Jack Robertson, safety department, or Mrs. Goff, insurance office.

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THE MONTHLY MEETING of the directors of Western Transportation Co. and Waterway Terminals was held in Camas October 27th. In the afternoon, they made a complete tour of the plant, giving particular emphasis to warehouse and shipping problems.

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NOTES FROM HEADQUARTERS: CZ has acquired a 42-acre industrial site adjoining the San Leandro converting plant, making a total of 97 acres fronting on the East Shore freeway and West Avenue 137. The property was acquired as insurance for possible future use. There are no present plans to expand the San Leandro operations.

E. A. Paul, CZ director of industrial relations, is in Boston attending the school for advanced management at Harvard University. The course extends from Sept. 14 to Dec. 9.

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TONIGHT (Nov. 10) the Third and Fourth Year paper school classes will have their first quarter examinations in the Assembly and Conference Rooms, respectively, in the MacMaster building. These advanced students will use the period from this date until Dec. 1 for mill study. First Year class, Tuesday, Nov. 15, J. M Burch, groundwood supervisor, will speak on groundwood mill operations. Second Year, Wednesday, Nov. 16, W. G. Goodwin, chief inspector converted products, will describe paper testing and instruments.

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FOUR GRINDERS brought from the West Linn mill recently are now turning out groundwood at approximately 40 tons each 24 hours. The grinders (pictured below) take white fir and cottonwood cut into 24 in. lengths at the woodmill and hauled to the groundwood mill in the WHITE cabover truck which makes 20-minute trips between the two points. Supervisor Jim Burch demonstrates the size of the 2500 hp motor (largest in the mill) which drives the four grinders. It runs at 257 revolutions per minute furnished with power at 7200 volts. Grindermen Henry Haney, foreground, and J. Brown, left, operate the grinders.